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COMMANDERS DIGEST

DEPARTMENT OF DEFENSE • WASHINGTON, D.C.

RECEIVED 12 JUN 1970 ARMY Acquisition

Vol. 8, No. 9 May 30, 1970

First Time Since War In Korea

Spending For Human Resources To Exceed Defense

'There is little security for a nation whose people are not unified in some common purpose by a bond of mutual respect and trust . . . There is little security for a nation if a large number of its people believe that it stands for nothing worth defending.'

Deputy Secretary Packard

For the first time since our nation went to war in defense of South Korea, said Deputy Secretary of Defense David Packard, spending by the national government for human resource programs will exceed spending for defense purposes.

Speaking at a joint meeting of the St. Louis Chamber of Commerce and the St. Louis Chapter, American Ordnance Association, the Deputy Secretary reviewed the Federal Budget, noting, "By careful planning we have been able to cut defense spending to seven per cent of the Gross National Product—the lowest percentage in 20 years. Defense spending is also down to approximately one-third of the total spending of the national government—also the lowest percentage in 20 years."

He said the cuts being made in military spending "are con-

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Cost-Sharing Health, Medical Plan Aids Morale, Retention

The cost-sharing Civilian Health and Medical Program of the Uniformed Services (CHAMPUS) has been termed "probably one of the best morale building and holding programs in the Armed Services."

This view of the often called "Military Medicare" available to dependents and retirees was expressed by Army Brigadier General Louis Hackett, executive director of the office of the CHAMPUS Program.

He pointed out that of the approximately 6.5 million eligible beneficiaries of CHAMPUS, a little more than 600,000 used the program in the last fiscal year.

Brig. Gen. Hackett said, "depending upon whether you happen to be a retired person or a dependent of an active duty person you might have differences in the way we share the cost."

For instance, for hospital in-patient care, the dependent of an active duty person would pay the first $25 of the over-all bill, or $1.75 for each day in the hospital whichever turned out to be highest and the government would pay the remaining cost. A retired person, on the other hand, would pay

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SUPERINTENDENTS CONFER—Superintendents of the four U.S. service academies met recently at the Air Force Academy, Colo., for the 12th Annual Conference of Superintendents. Left to right are Rear Admiral Arthur B. Engel, Coast Guard; Rear Admiral James F. Calvert, Navy; Lieutenant General Thomas S. Moorman, Air Force; and Major General William A. Knowlton, Army. The Academy Chapel is in the background.

Defense Spending Is Reduced To Aid Domestic Problems

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sistent with the Nixon Doctrine which looks to our friends and allies to carry a larger share of their own defense."

Mr. Packard said the reductions "will allow our country to spend more on non-defense activities, $25 billion more in 1971 than in 1969."

Here are additional comments by Deputy Secretary Packard:

There is little security for a nation whose people are not unified in some common purpose by a bond of mutual respect and trust. There is little security for a nation if a substantial number of its people believe they are left out of its society. There is little security for a nation if a large number of its people believe that it stands for nothing worth defending.

These are the issues of the day. The Defense Department, along with all other agencies of government, has a responsibility to participate in resolving them.

While the prime responsibility of the Department of Defense

'Defense spending is being reduced so that more resources can be applied to urgent domestic problems without fueling further the fires of inflation.'

is to provide strong and capable military forces for the nation, in doing so, the department engages in many activities which can and do make an important contribution to the resolution of domestic problems.

As an example, the Department of Defense for some time has stressed the principle of equal opportunity. Within the military forces it has gone a long way toward attaining this goal. It has labored with considerable success to open up housing accommodations in the neighborhood of military installations to all who wear the uniform. It has required private contractors with whom is does business to meet the full requirements of the law in offering equal opportunity in employment.

Not too long ago, we were engaged in negotiations with the McDonnell Douglas Corporation on this matter. Agreement was swiftly reached. McDonnell Douglas has formulated an affirmative action program to ensure equal employment opportunity which is a model of determination and effectiveness.

Apart entirely from considerations of basic justices, I feel that the Defense Department is acting in the interests of national security in what it is doing to make equal opportunity real among its own personnel and in society-at-large.

There are many more things we do. We provide our young people in uniform extensive education and training which greatly improves the ability of many to achieve success in their future lives as civilians.

We have many bases and facilities—and people—involved in effective summer programs for underprivileged children.

We stand ready to assist states, cities, and local communities in the case of disaster. And, recently we even turned our hand at sorting the mail.

I want to make it clear that merely spending more on domestic problems and less on defense is not a panacea for

'We provide our young people in uniform extensive education and training which greatly improves the ability of many to achieve success in their future lives as civilians.'

domestic strife. Yet, it can help as part of a coordinated program that goes to the causes of the conflicts which trouble the nation. The new direction in which the President's budget points is one in which the nation should move—always exercising care to avoid the dangers of excessive reduction of our defense capability.

Some might ask—although few do in the present climate of public opinion—whether our security from outside threats will be adequately protected when our defense forces have been reduced by more than 600,000 men and when defense spending has been cut back.

It is true that we do not yet perceive any substantial abatement of the trouble and strife around the world that led the nation to build up its Armed Forces to the levels they had reached when President Nixon took office.

The cuts that are being made in our Armed Forces are made possible, not because threats to peace have lessened, but because we expect other nations to assume more of the responsibility which we have been carrying for their defense. From their point of view as well as from ours, this transfer of responsibility is feasible and desirable.

This process is now in operation in Vietnam where 115,000 American troops have already been replaced by South Vietnamese.

There is one area in which we cannot afford to lower our forces. We must maintain a credible deterrent against nuclear war. That is why we are asking Congressional approval to proceed further toward the development and deployment of the Safeguard antiballistic missile system.

In conformity with the President's policy of pacing our progress in building an ABM system to the development of external threats, the additional authority that has been requested is modest.

We must continue the work on ABM deployment already begun and start this additional work if we are to have reasonable assurance that we can maintain a certain deterrent against a nuclear attack by the Soviet Union, by Communist China or by any other country in the future.

We hope the Strategic Arms Limitation Talks with the Soviet Union . . . will result in an agreement under which we can safely limit our strategic nuclear forces in the future and hopefully reduce them. In the meantime, we must continue our Safeguard program.

Secretary Laird Cites Need Of Chaplain

Emphasizes Improved Communications To Help Build Respect, Trust

The Department of Defense is emphasizing improved communication—upward, downward and laterally—throughout the military forces as a means of building mutual respect and trust among those of different races.

Secretary of Defense Melvin R. Laird noted this approach to close the communications gap in a recent speech at the National Convention of the Military Chaplains Association in Chicago.

He said, "I can think of no task in which the chaplain's help is more needed or can be more efficacious than the effort to improve the climate of race relations."

During the convention Secretary Laird received the Association's National Citizenship Award for 1970, "because he is an outstanding citizen, proved himself an able, honest legislator and statesman over the years, and is a man of religious faith and integrity."

Secretary Laird listens as Chaplain (Colonel) James Roy Smith, U.S. Army (retired) reads the citation accompanying the National Citizenship Award the Secretary received. Chaplain Smith is Past President of the Military Chaplains Association.

The Association "admired the firm stand he (Secretary Laird) took a year ago over the question of character guidance lectures when he affirmed that such terms as 'God,' 'Supreme Being,' 'Creator' would stay" in the lectures.

Following are excerpts of Secretary Laird's speech at the convention:

I am proud to receive your National Citizenship Award for 1970. I thank you for this honor.

It is particularly gratifying to have been selected for this award by your organization, for the Military Chaplains Association, representing 10,000 active duty and reserve chaplains, is unique. It is an association that exists for the service of others. It has no selfish purpose to promote. Its concerns are those of the Spirit. And the bond that unites its members is service in ministering to the spiritual needs of those who wear the uniform of the United States.

The Military Chaplain is not lavishly rewarded either in material goods or in the coin of public recognition.

The chaplain is needed. His congregation is young. His parishioners have vibrant and questioning minds. They seek and want guidance. Often, for such young men, the chaplain is the only one within reach to whom they feel they can turn in time of confusion or trouble.

Today's chaplain faces new problems, new challenges, and new opportunities in his task of bringing God to man and man to God in the military forces.

In Vietnam, the American serviceman's concern for others has been manifested in a massive outpouring of his energies to help the people of that country overcome poverty, privation and disease. A distinguished Presbyterian clergyman, the Reverend Harry C. Wood, made these observations after a tour of Vietnam last fall:

"I saw again the response of our young people to the crying needs of fellow human beings . . . there is a tremendous Peace Corps within the military establishment represented by thousands of young people deeply involved in a most significant effort to save lives, and to give hope and opportunity to thousands of eager but deprived people."

The American people should be better informed about the typical American serviceman, for we can be proud of him. He does his duty and more. He does it with efficiency, devotion and courage.

I do not want to give the impression that there are no problems in the Armed Forces. I shall mention a few of our more urgent problems which require attention, particularly from chaplains.

The climate of race relations needs improvement. I firmly believe that no sector of American life can boast of as much equal opportunity or as much understanding and good will among blacks and whites as exists in the military forces. Yet, as in society at large, racial misunderstanding, tension and conflict are found in the Armed Forces.

These problems are receiving increased attention throughout the Department of Defense. No discrimination of any kind will be tolerated, and any legitimate grievances based on discriminatory treatment will be speedily addressed.

We also are emphasizing improved communication—upward, downward and laterally—throughout the military forces as a means of building mutual respect and trust among those of different races. Study of the racial problems that have been encountered in military ranks points to lack of communication as a basic

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The Rule Of Law And International Disputes

In a recent speech before the American Society of International Law, Secretary of State William P. Rogers discussed the possibility of revitalizing the International Court of Justice. He coupled the possibility of a new role for the court with a plea for all nations to live up to their obligations under international agreements. Here are excerpts of his address:

Modern international law developed in an age when war was still the sport of kings. Today nations have the power to annihilate each other. This bleak fact underscores our vital need to search for alternatives to force or the threat of force as a means of settling disputes between nations.

Outside the legal community—and within it too for that matter—there are those who are skeptical about the reality and value of international law. They ask if it is really law since there is no effective provision for enforcement. They question whether nations, notoriously unwilling to bow to processes of adjudication will ever accept a broad international legal system. They refer to the failure of states to use the International Court of Justice, and point out that it does not now have a single pending case on its docket.

New Respect For Court

It is clear . . . that there is much to be done to advance the cause of international law. With that goal in mind, I would like to make these three recommendations.

First, we should try to breathe new life into the neglected —in fact moribund—International Court of Justice.

Second, we should encourage greater use of multilateral law-making treaties.

Third, nations should live up to their obligations under international agreement.

In 1946, the United States accepted jurisdiction of the International Court only in cases which excluded matters of domestic jurisdiction "as determined by the United States of America." This gave the United States the right in each case to determine whether the Court had jurisdiction or not. It is not generally known, however, that since 1946, we have committed ourselves, without reservation, to the jurisdiction of the Court with respect to disputes arising under some 20 multilateral treaties. These include, among others, the constitutions of a number of international organizations as well as the Japanese Peace Treaty.

In the future, the Department of State will examine every treaty we negotiate with a view to accepting, wherever appropriate, the jurisdiction of the International Court of Justice with respect to disputes arising under the treaty.

In addition, I have directed that, wherever disputes arise with other countries, we give active and favorable consideration to the possibility of submitting them to the International Court of Justice. Recently, we asked the Canadian Government to join us in submitting to the Court the differences arising from Canada's intention to establish pollution and exclusive fisheries zones more than 12 miles from her coast.

A Traveling Court?

I have requested my legal adviser . . . to begin consultations with other governments to consider recommendations for possible improvements in the Court's procedures. The following suggestions may be worthy of consideration:

—Greater use might be made of the chambers of the Court, in an effort to relieve apprehensions about submitting disputes to the 15-judge tribunal sitting *en banc*.

—The chambers could meet outside The Hague, in order to make the Court more visible in other regions of the world.

—Regional chambers could be established, to make the Court more attractive to Latin American, Asian, and African states in disputes with other states in the same region.

Turning now to my second point—I believe that we should make greater use of multilateral law-making treaties.

The need to develop new international law by the treaty or international agreement route has become more urgent because of advances in technology. To cite one example, the rapid growth of commercial aviation has confronted us with a dangerous international problem we never had before: airplane hijacking.

The United States has taken several steps to deal with this problem. We recently ratified the Tokyo Convention on Offenses Committed Aboard Aircraft. We are actively participating in the International Civil Aviation Organization's efforts to draft a convention which would require the state where a hijacked aircraft lands either to punish the hijacker or to extradite him to a state where he can be punished.

Right To Use The Seas

Another major area urgently requiring multilateral treaties is the oceans, which cover 70 per cent of the globe.

We are supporting measures at the United Nations for the preparation and conclusion of two supplementary Law of the Sea Conventions. One would set the breadth of the territorial sea at 12 miles, with guaranteed rights of free transit through and over international straits and carefully defined preferential fishing rights for coastal states in the high seas adjacent to their territorial seas. The other would define the outer limit of coastal states' sovereign rights to exploit the natural resources of the seabed and would establish an international

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THIS PUBLICATION CONTAINS OFFICIAL INFORMATION, NEWS AND POLICY, DIRECT FROM WASHINGTON AUTHORIZED SOURCES.

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regime governing exploitation of seabed resources beyond that limit.

All Must Respect Laws

The third point which needs to be stressed is that nations must live up to their obligations under international agreements. International law, like any other set of rules, can function effectively only in a climate of respect and observance.

It is important for states to respect the international agreements they enter into on economic and technical matters. But it is of much greater importance for them to honor their commitments under those agreements involving international peace and security.

In Laos and Cambodia—the focus of recent international concern—the cessation of all hostilities and respect for territorial integrity and neutrality are matters of international agreement.

North Vietnam committed itself in Laos in 1954 to a "complete cessation of all hostilities," withdrawal and a prohibition on introducing "any reinforcement of troops or military personnel." In 1962 it undertook similar and even more substantial obligations. They included obligations not to "commit or participate in any way in any act" which might impair "directly or indirectly" the sovereignty or neutrality of Laos and "not to use the territory of Laos for interference in the internal affairs of other countries."

In Cambodia, North Vietnam committed itself in 1954 to a "complete cessation of all hostilities" to be enforced by its commanders "for all troops and personnel of the land, naval and air forces" under its control. It also committed itself to the withdrawal from Cambodia of "combatant formations of all types which have entered the territory of Cambodia."

North Vietnam's Violations

With those international agreements as a backdrop, what are the facts?

In Laos over 65,000 regular North Vietnamese troops have invaded and now occupy large portions of Laotian territory. About 40,000 are in the southern part of the country, along the Ho Chi Minh Trail. More than 25,000 North Vietnamese troops are in northern Laos. On Feb. 12, this force launched the current offensive which has led to the increased anxieties.

In Cambodia, as in Laos, North Vietnam has long been occupying territory in direct violation of its repeated treaty commitments to respect the country's neutrality. More than 40,000 North Vietnamese and Viet Cong troops have invaded and now occupy Cambodia. In Cambodia, as in Laos, Hanoi is using armed force against a state where it has no legitimate rights and against a people with whom it has no ethnic affinity.

Seven nations endorsed the Geneva Accords in 1954 upholding the independence and neutrality of Cambodia and Laos. Fourteen nations undertook further obligations in 1962 to hold consultations in the event of a violation, or threat of violation, of the neutrality of Laos. The violations of those accords by North Vietnam in Laos and Cambodia are explicit, uncontested, open and without any shred of international sanction. Is it not time for nations which are signatories to international agreements actively to support them?

Article 4 of the 1962 Agreement on Laos is explicit in requiring the signatories to "consult" on measures to insure observance of the agreement in event of a violation or even the threat of a violation.

The flouting of international agreements which were freely entered into by Hanoi is not just a problem for the parties to the agreements. It is a problem for the world community. If states fail to honor their obligations solemnly agreed to, then the role of law in the settlement of international disputes becomes minimal and nations have no recourse but to resort to force to protect their sovereignty and territorial integrity.

In addition to the obligations of signatories to the 1954 accords there are responsibilities of a more practical sort which concern particularly the states of the area. In this regard it is encouraging to note that the Foreign Ministers of such nations as Indonesia, Thailand and Japan are initiating consultations to determine what action they can take in the international community to protect and restore the independence and neutrality of Cambodia.

In conclusion, the suggestions I have made today—to revive the International Court of Justice to encourage more multilateral law-making treaties and insist on observance of international agreements—reflect my conviction that it is both necessary and possible to increase the role of international law in the settlement of disputes.

We must take steps which will build international confidence in international law. Mankind eventually must become wise enough to settle disputes in peace and justice under law.

RED CHINA SATELLITE ON NORAD SCOPES—Paths of Communist China's satellite, orbiting the earth at a distance ranging from 276 to 1,484 miles, are charted on a scope in the North American Air Defense Command's Combat Operations Center. The NORAD Command Director, Canadian Armed Forces Colonel C. L. Fox of Windsor, Ontario, notes the current trace of the satellite as well as the paths it will follow on its next two loops over North America. Satellite information displayed in the Combat Operations Center is collected by the Space Defense Center from a satellite detection and tracking system. Both centers are in the NORAD underground complex at Colorado Springs, Colo. The Communist Chinese satellite is one of 1,791 man-made objects in orbit around the earth which are being catalogued by the Space Defense Center. Of those, 400 are payloads and the others are pieces of debris.

Cost-Sharing Health, Medical Program Aids Morale, Retention

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for in-patient care 25 per cent across the board of the over-all cost.

The general said retirees or dependents of retired and deceased personnel may go to a civilian facility at any time of their own choosing. However, those that are not dependents of active duty dependents who live with their sponsor who choose to go on the outside must first get permission from the local medical facility by obtaining a "Statement of Nonavailability."

Overseas CHAMPUS is available, the general stated, but you are first required to seek attention in the uniformed services facility.

Brig. Gen. Hackett explained that CHAMPUS shares in the cost of almost anything considered good medical care. However, routine physical examination, routine immunization, routine baby care, routine dental care and the examination for and the purchase of spectacles are among areas not included in the coverage.

Besides the Army, Navy, Marine Corps and Air Force, CHAMPUS provides assistance to the Coast Guard, commissioned corps of the Public Health Service and the commissioned corps of the Environmental Science Service Agency.

Brig. Gen. Hackett noted that CHAMPUS has fiscal agents or contractors in localities to receive claims and pay the bills as they are issued.

Although complete information is available at local installations individuals may obtain data from the program's headquarters: Office of CHAMPUS, Denver, Colo. 80240.

Following are additional excerpts from an interview with Brig. Gen. Hackett:

Q.—A dependent living away from a military installation, or if the husband is overseas, and his wife must go to see a doctor, how does she do this under CHAMPUS?

A.—As long as she is living apart she requires no special authorization. She is free to go to any civilian doctor or hospital or other source of care. And we will share the cost. An identification card is required. There is no requirement for a certificate of nonavailability when the dependent is living away from the sponsor.

Q.—What does the dependent do with the bill?

A.—If the doctor is participating in the program he will accept the patient's share of the bill and fill out the rest of the required form and submit it to the nearest fiscal administrator to receive the rest of his fee.

Q.—How much paperwork does a man involve himself in when he calls on CHAMPUS for help?

A.—The ordinary person who goes to a hospital or a physician simply fills out 13 items on the form that are necessary to prove the eligibility status and the fact that CHAMPUS can provide the care. The physician or the hospital on the other hand simply fills in the diagnosis or what was done so that we can be sure we are paying for authorized procedures.

Q.—Do all civilian doctors and hospitals participate in the CHAMPUS program?

A.—Not necessarily. It's a voluntary program. The great majority of physicians are willing to participate which means they will accept the patient's share of the cost and fill out the rest of the form and send it in to receive reasonable fees. There are a few who do not. However, this does not bar the patient from going to that physician. They can simply send us the itemized bill or the receipted bill for reimbursement.

Q.—You mentioned that hospitals may participate if they like. However, isn't it true that some are not allowed to participate because they discriminate and that people should not use these facilities?

A.—That is correct. Except in emergency we will not share in the cost of payment to a hospital that discriminates.

Q.—Some physicians require that the entire fee be paid by the patient. Can CHAMPUS reimburse the patient or how is this authorized?

A.—Yes this is authorized. This is called a non-participating physician. If he chooses not to participate he can insist on the payment of his fee and the patient may send in the bill to CHAMPUS for reimbursement.

Q.—What is your office doing to streamline CHAMPUS? In other words, dental care, post natal care, etc.?

A.—We are not in the business of being able to do anything along that line; however, Congress is keenly aware of the need to increase the benefits and in this atmosphere where fringe benefits are being taken away from us, it's refreshing to know that Congress is looking for ways to broaden the medical care to our beneficiaries. Dental care, and well-baby care are under active consideration. None of these have yet passed.

Q.—Does CHAMPUS refer to osteopathic hospitals?

A.—Yes, it does include osteopathic physicians and hospitals. They are eligible.

Q.—How about psychiatric and care in a mental institution?

A.—Yes, this is also a benefit and there is no limit as to the length of time a person may be hospitalized. However, if the hospitalization is to exceed 90 days then a plan of treatment is sent to the CHAMPUS office in Denver for approval of continuation of long term hospital care.

Q.—How about artificial limbs?

A.—Definitely—artificial limbs and artificial eyes.

Q.—Is rehabilitation included?

A.—Absolutely—this is all part of good medical practice and in general CHAMPUS will share in the cost.

Q.—Where does medicare stop? For example, one of our wives was hospitalized for a time and we were in Vietnam. And the releasing physician required something similar to a homemaker service. Will CHAMPUS pay or provide for that care?

A.—It's very difficult to draw the line in defining what is called domicillary or custodial care. However, the law specifically precludes our paying for domicillary or custodial care which is the homemaker care mentioned. If there is any active

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treatment that is needed, however, and the physiotherapist must come to the home or the visiting nurse must come to the home several times a day or week, we will pay for those cares even though given in the home.

Q.—Does the program provide for care of the handicapped?

A.—There is a special program in the CHAMPUS program that is limited to the dependents of active duty personnel. But for those dependents who are severely physically handicapped or moderately or severely mentally retarded and need special treatment we share in the cost of this treatment in the educational institutions and in facilities that specialize in such care.

Q.—How much of the cost would the serviceman have to bear in a case like this as opposed to in-patient or out-patient care?

A.—There is a little different cost-sharing arrangement than for the other types of care. It is based upon the grade or rank of the individual and it varies from $25 for the lowest enlisted grade to $250 for a chief of staff. The government's limitation in this special program for the handicapped is $350 a month for the first child in the program.

Q.—What of a serviceman whose wife is pregnant and he is due to be discharged in June and the baby isn't due until July or August. Will CHAMPUS take care of the hospital bill?

A.—No, CHAMPUS benefits cease at midnight the night the serviceman is discharged, but I hasten to add that the Department of Defense has arranged with two major health insurance companies for short term, reasonably rated insurance for such people and they are briefed about this prior to discharge. They are given an opportunity to buy it at the time of discharge.

MUSEUM DEDICATION—General of the Army Omar N. Bradley, left, cuts ribbon signifying the opening of a museum at Carlisle Barracks, Pa., bearing his name. Assisting in the dedication is General William C. Westmoreland, Army Chief of Staff. More than 2,500 attended the event. The museum is an integral but separate part of the over-all research collection at Carlisle Barracks. In 1968 General Bradley offered his papers to become a part of the U.S. Army Military History Research collection.

Emphasizes Improved Communications To Help Build Respect, Trust

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cause of trouble. We find that establishment of Human Relations Councils at military installations helps to bring about improved communication.

I can think of no task in which the chaplain's help is more needed or can be more efficacious than the effort to improve the climate of race relations. Certainly, belief in the brotherhood of men of all races as children of the same Father is central in the teaching of our churches.

I am happy to note that the Chiefs of Chaplains have taken an initiative to focus attention on these problems. A new set of discussion topics for the Character Guidance Program is being issued. Entitled *"Our Moral Heritage,"* these topics will deal with the ethical principles of justice, equality and fair play. Emphasis will be given to the application of these principles to relations between the races.

The Character Guidance Program will also give increased attention to the problem of drug abuse. . . . I urge you to continue to devote your energies to this important area. By correcting misinformation and conveying a sense of emphatic concern, the military chaplain can become a vital force in overcoming this problem.

There is one other field of activity in the Defense Department in which I hope the chaplains will participate enthusiastically. This is the activity we call our Domestic Action Program—our effort to use Defense resources to aid in alleviating social ills and increasing opportunity for the disadvantaged.

I want also to call to your attention the efforts which the Department of Defense has been making in behalf of our servicemen who are prisoners of war in Southeast Asia. We have been energetically seeking to induce their captors to grant to these men the rights to which they are entitled under the Geneva Convention—humane treatment, communication with their loved ones and the immediate release of the sick and disabled. Our ultimate goal, of course, is the return of all the POW's to their homes. For these men and their families, I ask your prayers.

In conclusion, I would ask one thing more of you in this audience and of your fellow chaplains—that you continue to pray that this nation will always be guided and protected by our Heavenly Father and that peace will soon be restored to us and to all people.

DoD's Project Referral Will Aid Potential Retirees, Employers

Civilian employers have consistently stated their needs for experience, maturity, adaptability, dependability—as well as the considerable skills—found in the career serviceman. The major difficulty of prospective employers has been "how" to contact such individuals.

The Department of Defense's Project Referral, designed to help potential retirees find employment, begins June 1 and is intended to assist the civilian employer in finding the right person for the right job.

Assistance from other Federal agencies—Labor Department and Veterans Administration—will complement the military department programs where possible.

The retiree will be encouraged to use all sources of assistance, both public and private, which may assist him in determining his post-service alternatives and employment objectives. The Referral Program is but one option among many which may be selected.

Once a determination of employment objectives has been made, the retiree will register his preference and other personal data with the program's computer facility. This registration must be accomplished within the six-month period before the serviceman leaves active duty.

Meantime, employers, both public and private, with specific employment opportunities will be permitted to submit "job orders" to the Referral computer facility.

At this point—based on the standardized input from retiring personnel and employers alike—the computer will accomplish a man-job match.

From the computer will come resumes of personnel who meet stated job qualifications. These will be provided the employer in response to job orders. At his option, the prospective employer may contact any or all of the persons about whom resumes are provided.

After making contact, the employer and the serviceman engage in direct negotiations for employment purposes. It was pointed out that the Defense Department or its activities will not enter into these negotiations.

Follow-up data is required of both the serviceman and prospective employer. The employer is obligated to provide follow-up data for each resume provided whether or not the individual is contacted and/or hired. The serviceman is obligated to provide similar data and also maintain the currency of his data on file with the computer.

The Referral Program was not designed to provide the "perfect" man-job match, consequently only a limited number of matching elements are used. Generally, the program seeks to improve serviceman-employer communications.

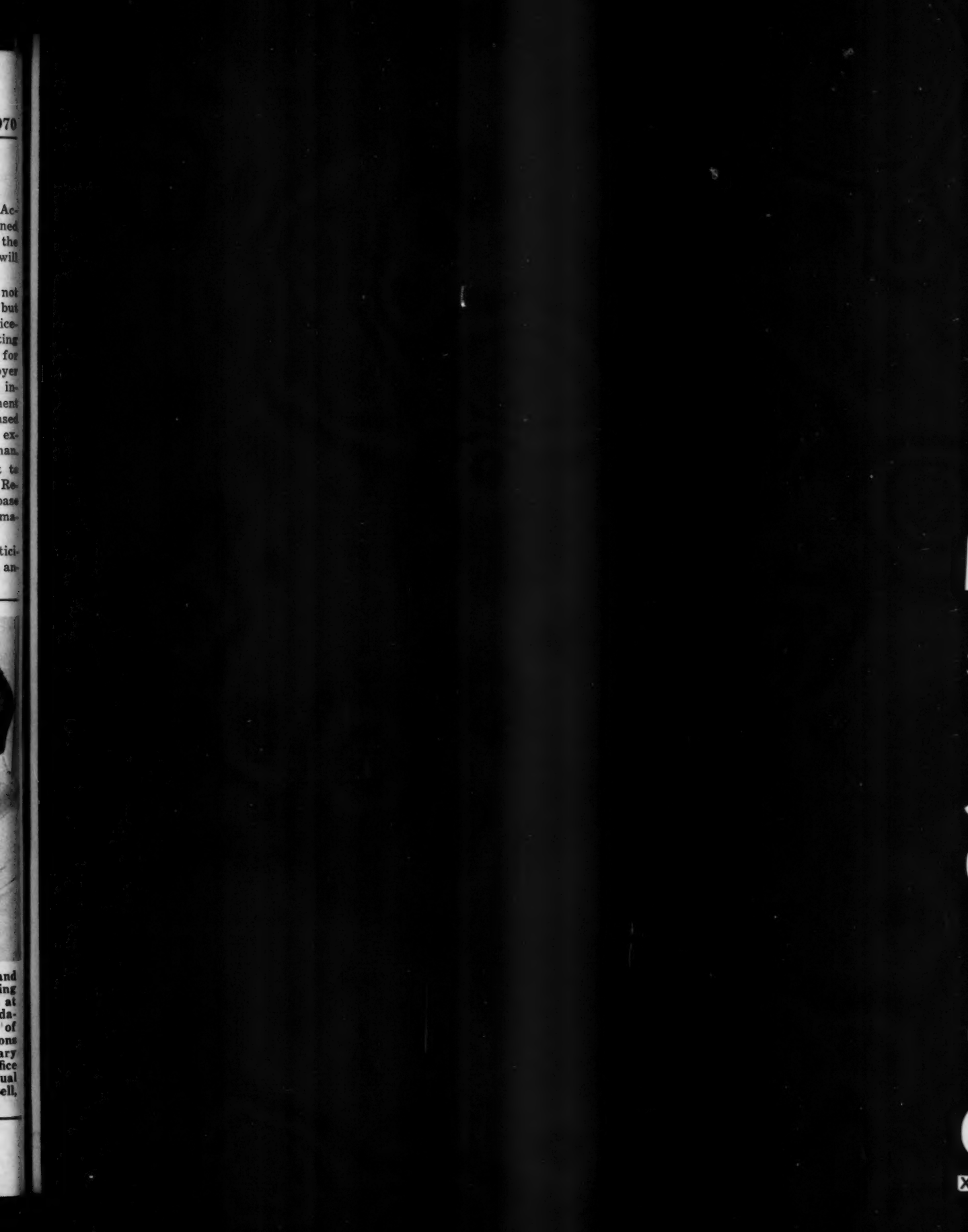
An employer, for example, may list up to nine (or as few as three) matching elements, to include three which are mandatory: the job title, geographical location of the job, and investment requirements (if any). The serviceman lists all matching elements, to include his availability for employment, geographical location (up to five in order of preference), education, etc.

Wide wage ranges have been selected for both the serviceman and employer to select as an initial screening process. Actual starting wages will be determined through direct negotiations between the serviceman and the employer. Wages will be expressed in annual terms.

Resumes provided to the employers not only will list the matching elements, but also much personal data about a serviceman. The serviceman agrees in writing to the release of this information for Referral purposes, while the employer certifies on his job order that such information will be used for employment purposes only, and will not be released outside his organization without the express written consent of the serviceman.

Retiring servicemen should report to the nearest military installation (the Referral registration point or to the base personnel office) for additional information.

Exact procedures for employer participation (to begin Aug. 1) will be announced shortly by DOD.

EQUAL OPPORTUNITY CONFERENCE—Air Staff agency and major command equal opportunity representatives discussed racial tension and ways of eliminating discriminatory practices against Air Force members during a recent conference at the USAF Military Personnel Center, Randolph AFB, Tex. Discussing recommendations of conferees are, left to right, Colonel Louis Delaney, Office of the Director of Personnel Planning, USAF; Major Gwendolyn Hawkins, Air Force Communications Service's Equal Opportunity Officer; James P. Goode, Acting Assistant Secretary of the Air Force for Manpower and Reserve Affairs; and William R. Beard, Office of the Assistant Secretary of the Air Force for Manpower and Reserve Affairs Equal Opportunity Officer. Host for the conference was Lieutenant General A. J. Russell, Air Force Deputy Chief of Staff, Personnel.

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